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DAVID SANDERS, PH.D.  
Director


**County of Los Angeles**  
**DEPARTMENT OF CHILDREN AND FAMILY SERVICES**  
425 Shatto Place -- Los Angeles, California 90020  
(213) 351-5602


July 16, 2004

*"To enrich lives through effective and caring service"*

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To: Supervisor Don Knabe, Chairman  
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From: David Sanders, Ph.D.   
Director, Department of Children and Family Services

Michael J. Henry   
Director of Personnel

**EMPLOYMENT INCENTIVES FOR EMANCIPATED FOSTER YOUTH**

On March 25, 2003, your Board instructed the Directors of the Department of Children and Family Services (DCFS) and the Department of Human Resources (DHR) to develop an employment incentive package that would include, but not be limited to, employment counseling and training services, transportation expenses, clothing allowances and vendor gift certificates to assist emancipated foster youth with their job search.

Since that time, we have joined our efforts to develop an employment incentive package with efforts to encourage pre-emancipated and emancipated foster youth to file for County examinations. We have also designed a Youth Career Development Program (attached is the proposed program description). Implementation of this program is still in the planning phase. The number of youth that interested Departments can serve and program funding has not been finalized.

Human Resources continues to monitor entry-level exams open to the public and notifies the DCFS Emancipation Services Division when exams are available. In turn, Emancipation Services staff provide assistance to foster youth in completing and submitting applications. Emancipation Services also provides DHR with a listing of

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youth who have applied for exams, and verification of Independent Living Program (ILP) eligibility status if required. DHR tracks the youth through the various stages of the exam process and reports any issues to DCFS. DHR also continues to take the lead in coordinating and organizing an annual Foster Youth Career Fair and Resource Expo within the Fifth District.

Last year, DCFS entered into a Memorandum of Understanding (MOU) with the Department of Community and Senior Services (CSS) for the development and overall administration of the Foster Youth Independent Living Skills Enhancement Program to provide vocational employment training and/or pre-employment workshops for youth referred by DCFS. On October 1, 2003, contracted providers began to service youth by providing job preparation workshops, academic enrichment, and training in areas such as clerical, cashiering, and basic computer operations. At this point, over 500 youth have been served through this program.

In addition to the Skills Enhancement Program, the following services for eligible youth are funded by DCFS through its annual ILP allocation:

- Interview clothing and work uniforms, utilizing vouchers and gift certificates for such retail stores as: JC Penny, T. J. Maxx, Sears, Target, Wal-Mart, and Ross;
- Work related transportation (e.g., municipal transit passes and tokens); and,
- Tuition for accredited vocational schools.

We look forward to our continuing work with the Department of Community and Senior Services to develop opportunities for our former foster youth and enhance their employability.

If you have any questions, please contact either of us or your staff may contact Helen Berberian, DCFS Board Liaison at (213) 351-5530 or Sandra Blaydow, Human Resources Manager, at (213) 351-8945. Thank you.

DS:MJH  
SWB:AM:vl

c: Chief Administrative Officer  
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Executive Officer, Board of Supervisors  
Sheriff, Los Angeles County  
Chief Deputy Director, Department of Community and Senior Services  
Interim Director, Internal Services Department  
Director, Department of Public Works  
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